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The report includes summaries of the Commission's activities by the executive secretary, the vice chairman, and chairmen of the following committees: public information, labor, employers, interagency, legislative, mental health, medical, women's, architectural barriers, community organizations, veterans, and awards. Members of the Commission, its staff, and all the committees are listed; the role of the state employment service is discussed; and the chairman's letter of transmittal to the governor is included. (JD)

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1967-1968

**GOVERNOR'S COMMISSION
ON EMPLOYMENT
OF HANDICAPPED PERSONS**

**U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
OFFICE OF EDUCATION**

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STATE OF MINNESOTA

**THE GOVERNOR'S COMMISSION ON
EMPLOYMENT OF HANDICAPPED PERSONS**

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EC 004 464 E



STATE OF MINNESOTA

THE GOVERNOR'S COMMISSION ON EMPLOYMENT OF HANDICAPPED PERSONS

1745 University Avenue

St. Paul, Minnesota 55104

Telephone (612) 646-0611

January 15, 1969

Harold LeVander
Governor

L. W. Binger
Chairman

Eugene W. Spika
Vice Chairman

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Fergus Falls

Mrs. Dolores M. Kauth
Executive Secretary

K. Vernon Banta
Program Consultant

The Honorable Harold LeVander
Governor, State of Minnesota
The State Capitol
Saint Paul, Minnesota, 55101

Dear Governor LeVander:

The Governor's Commission on Employment of Handicapped Persons has carried on a continuing statewide program to secure for the physically and mentally handicapped equal opportunity in preparing for and obtaining employment suited to their abilities and capacities.

During the past two years, the Commission has greatly expanded its education and public information programs. Most employers throughout the State now recognize that the employable disabled can successfully compete with the non-disabled. As a result, thousands of our handicapped citizens are gainfully employed, enjoying the independence and security they have been seeking for themselves and their families, and contributing to the economy of Minnesota as workers and tax payers instead of tax dollar recipients.

The goal of the Commission is to provide a climate and necessary statewide programs whereby every trainable and employable handicapped citizen can be assured of rehabilitation, training and employment assistance through well coordinated agency programs, avoiding duplication of services, thereby realizing a better return for appropriations and expenditures provided by the tax payers in this total effort.

A high percentage of our handicapped citizens have multiple concurrent problems and become involved in the legal technicalities of a very complex system. The individual

HIRE THE HANDICAPPED - - IT'S GOOD BUSINESS

Governor Harold LeVander
January 15, 1969

becomes a victim or casualty at a high cost to the State and himself. In recognition of these problems — and in order to reduce duplication of services, confusion, and improve coordination between the numerous agencies involved — the Commission has established an Information and Referral Center as part of the total Commission program. This service was initiated with the full support and endorsement of numerous federal, state and private agencies involved in the evaluation, rehabilitation and employment of the handicapped. This program will be greatly expanded during 1969.

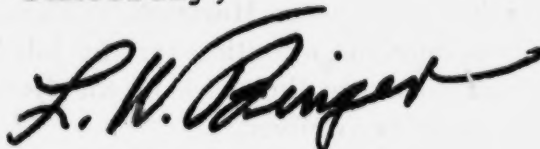
The Commission encourages business and industry to establish "in plant" training programs for the handicapped. We are pleased with the increased number of employers that now have training programs in operation.

The Commission's twelve committees involve over four hundred volunteers throughout the State. In addition, nine Area Councils have been established, solving problems of the handicapped in our cities and rural areas. The Minnesota Jaycees have accepted the responsibility of organizing eight additional Councils early in 1969 which will also bring hundreds of Jaycee volunteers into the total Commission program.

While an increasing number of our Minnesota handicapped citizens are being rehabilitated and employed each year, the Commission is concerned with the number that have not been served. Thousands of additional disabled citizens can be employed if they are reached, evaluated and rehabilitated. This is the goal of the Commission and the wish of every employable handicapped person.

This report includes a summary of Commission activities from the Executive Secretary, the Vice Chairman and the chairmen of the various committees.

Sincerely,

A handwritten signature in dark ink, appearing to read "L. W. Binger", with a stylized flourish at the end.

L. W. Binger, Chairman

REPORT FROM THE VICE CHAIRMAN

It has been my privilege to serve as Vice Chairman of the Governor's Commission on the Employment of Handicapped Persons for the past four years. The significance of this privilege grows with each passing day, as we witness the strides being made by the interested citizens in Minnesota in meeting the needs of our fellow Minnesotans who are afflicted by mental or physical handicaps. The reports of the various committees found elsewhere in this document speak to the specific accomplishments of the twelve working committees of the Governor's Commission. Without the intention to infringe on these excellent reports, I would like to set forth some of their highlights:

- The Public Relations Committee has provided a new avenue of reaching Minnesotans through the thousands of Jaycees who have pledged their full support to the employment of handicapped people. This committee is also attempting to establish in the minds of college students the economic values of employing the handicapped by introducing appropriate data in various college courses.
- The Employers Committee continues to work effectively in breaking down long-standing barriers against the employment of handicapped persons as relates to workmen's compensation problems. This group is also marshaling the top business leadership of the state to personally support the aims of the Governor's Commission.
- A Minnesota businessman and a Minnesota physician have received the highest award granted in the nation by the President's Committee. Max Rheinberger of Duluth was named "Handicapped American of the Year" and Dr. Earl C. Elkins of Rochester was named "Physician of the Year."
- The "Ability Counts" contest among high school students reached new heights of effectiveness with labor and employment groups providing prizes and trips for the winners.
- Architectural barriers, which have too long prevented handicapped persons from realizing their full potential because of doorways, curbs, steps, etc. which locked out the handicapped in wheelchairs and with other infirmities, are crumbling on every front.
- The Inter-agency Committee is on the threshold of initiating a plan which will provide a central index referral and information center for handicapped persons. At the same time, they continue to spearhead the drive to open additional opportunities for mental retardates, for the mentally restored, and other handicapped persons in Minnesota.
- The newsletter, **Horizons**, published by the Executive Secretary, has won nationwide attention for the job it is doing as a house organ in calling attention to the work of the Governor's Commission and the problems yet to be resolved.

- Area councils have been created, which recognize that the real work of identifying handicapped people and their problems and coming up with solutions lies not in state or national capitalism, but with the initiative and ingenuity and the good will of citizens along thousands of main streets throughout Minnesota. Nine such area councils have already been formed, and a dozen more will soon be ready to go.

Far too many Minnesotans are still looking in from the outside at the opportunities most of us take for granted in this life. The economic potential of many of these citizens has not been realized nor their role considered in making Minnesota an even greater state. Until the skills and abilities of all citizens are fully developed, the job is not done, and none of us can rest from our labors.

REPORT FROM THE EXECUTIVE SECRETARY

The Executive Secretary and the Commission office function as a central coordinating organization for all Commission programs, Commission Committees, individuals and agencies in order to attain the goals of the Governor's Commission and mobilize all available resources at all levels to prepare the handicapped for, and assure, their securing suitable employment.

In addition, the Commission office has become an **INFORMATION AND REFERRAL CENTER** for agencies, organizations and service groups, employers and handicapped persons throughout the State—not only in the areas of employment, but rehabilitation, training, workshops, architectural barriers, medical standards, Workmen's Compensation, etc.

Duties of the Executive Secretary include:

- 1) All general office procedures; editing and publishing newsletter, "HORIZONS"; working with twelve committee chairmen; and providing secretarial and programming assistance.
- 2) Represent the Commission and Committees at numerous State, National and regional meetings.
- 3) The Commission office is directly involved in the rehabilitation and placement of the handicapped in Minnesota requiring extensive research and data compilation from many agencies.

COMMISSION ORGANIZATION

COMMISSION MEMBERS

L. W. Binger—CHAIRMAN
Director of Personnel Services
Minnesota Mining & Mfg. Company
St. Paul, Minnesota

Eugene W. Spika—VICE CHAIRMAN
Branch Manager
U. S. Civil Service Commission
St. Paul, Minnesota

Dr. Howard Bellows
President
Southwest State College
Marshall, Minnesota

George Q. "Judd" Jacobson
KDHL Radio Newscaster
Owatonna, Minnesota

David Bennett
Myers & Bennett, Inc.
Minneapolis, Minnesota

Andrew Jones
Honeywell, Inc.
Minneapolis, Minnesota

Gerald Beskin
Minneapolis, Minnesota

Robert Kerr, AIA
St. Paul, Minnesota

Raymond Doyle
Minnesota Assn. for Retarded Children
Rochester, Minnesota

Miss Betty Malcolm
Northwestern National Bank
South St. Paul, Minnesota

Robert S. Dunbar
State President—Jaycees
Richfield, Minnesota

Oliver S. Perry
Executive Vice President
Minnesota Assn. of Commerce
and Industry
St. Paul, Minnesota

Judge Daniel F. Foley
Past National Commander
American Legion
Austin, Minnesota

Glenn E. Peterson
United Steel Workers of America
Duluth, Minnesota

John F. Shrouts, M.D.
Medical Director
General Mills, Inc.
Minneapolis, Minnesota

Mrs. Vernon Sommerdorf
St. Paul, Minnesota

Allen Sollie
Mound, Minnesota

Curtis B. Warnke
Wood Lake, Minnesota

Cyrus G. Wright
Chairman of the Board
Otter Tail Power Company
Fergus Falls, Minnesota

STAFF MEMBERS

Mrs. Dolores M. Kauth—EXECUTIVE SECRETARY
St. Paul, Minnesota

K. Vernon Banta—PROGRAM CONSULTANT
White Bear Lake, Minnesota

PUBLIC INFORMATION COMMITTEE

Purpose

Newly expanded role of the Public Information Committee requires service at the policy-making level of GCEHP, broadening objectives to include four well-defined categories: (1) **To edit** and disseminate news releases of the Commission's twelve committees, assuring greater publication coverage by guarding against conflicts in substance and release dates. (2) **To offer** news editing and dissemination facilities to cooperating agencies and councils assuring greater media time and space by avoiding conflicts in substance and release dates. (3) **To assist** in the Commission's annual statewide survey of handicapped persons for contact in depth with all trainable handicapped. (4) **To encourage and publicize** continuing statewide research into the "Economics of the Handicapped" to determine annual dollars and cents value of this vast resource of employables to the Minnesota economy.

In fulfilling these purposes, it is not intended to replace existing functions and personnel of cooperating agencies and councils; but rather, to augment them. Agencies and councils not having formal Public Relations programs may appoint predisposed individuals to perform these functions. The Public Information Committee will establish workshops twice annually to train such new appointees in effective professional PR methods.

Report

BY THE NUMBERS

Synopsis of the 1968 Public Information Committee log shows: 249 conferences and working sessions conducted by phone and mail; 60 personally attended conferences and work sessions of which one continued for 3 days, 4 for all day and 16 for half days.

"ECONOMICS OF THE HANDICAPPED" PROMOTION

The committee has been working with the University of Minnesota President and professors of the Liberal Arts College, key Minnesota business executives, the Governor's office, an internationally known philanthropic foundation, the Minnesota Jaycees and others in a move to activate continuing Minnesota research into Economics of the Handicapped. Results of this research are intended for use in updating college courses in Economics, Sociology, Psychology, Business Administration and Government. It will also be used by the Public Information Committee in state and national news releases.

"HANDICAP" DEFINED FOR ACADEMIC USE

August 1, 1968, we were required by academic necessity to devise a tenable definition of "Handicap" upon which to build an accurate body of research data for our "Economics of the Handicapped" project. The Public Informa-

tion Committee presented the following definition which has been generally approved:

"Handicap—noun—an unhurdled mental or physical block in the way of desired achievement."

MINNESOTA MEDIA COVERAGE

Time and space devoted to GCEHP by Minnesota newspapers, radio and TV stations in 1968 have been of such heroic proportions it is impossible to log them here. The record is available at the GCEHP Office.

We cannot miss this opportunity to publish our thanks to Minnesota news media for their cooperation throughout 1968.

PUBLICITY CLEARING HOUSE PROMOTION

On October 18, 1968, a Publicity Clearing House Plan was presented for the first time to both morning and afternoon sessions of the 1968 Annual Meeting of the Governor's Commission on Employment of Handicapped Persons. Eventual adoption of dealing with the problem of the handicapped in Minnesota hinges upon willingness of cooperating agencies and councils to join in avoiding competition with each other for editorial attention by Minnesota mass communications media. It is pertinent here to include comments by an executive of the President's Committee on Employment of the Handicapped, following his study of the Clearing House Plan: "I would agree with your finding that editors are snowed under by releases from worthy causes arriving at the same time. I know this happens because I threw tons of these releases into the waste basket in my years in the news business."

PREVIEW OF THE YEAR 1969

A complete list of key news executives of Minnesota's 416 newspapers and 122 radio and TV stations has been carefully assembled for use in 1969.

This list will be of primary assistance to the new Publicity Clearing House Plan and in backing up the efforts of Minnesota Jaycees to extend assistance to all employable handicapped of our state.

COMMITTEE MEMBERS

***Gerald S. Beskin—CHAIRMAN**

Advertising Consultant
Minneapolis, Minnesota

Collateral Duty: Liaison,

GCEHP Committees, Agencies, Councils

Thomas L. Carlin—VICE CHAIRMAN

General Manager
Dispatch-Pioneer Press
St. Paul, Minnesota

Collateral Duty: Coordination, newsmedia

Fred S. Hirsekorn—SECRETARY

Economics Laboratory
St. Paul, Minnesota

Collateral Duty: Liaison,

Mentally Retarded Program

Dick Chapman
Newscaster
Radio WCCO
Minneapolis, Minnesota

Collateral Duty: Preparation and dissemination, human interest stories

Jeffrey W. Hoel
Executive Secretary
Minnesota Jaycees
St. Paul, Minnesota

Collateral Duty: Supervision, news-gathering and statistical research

George Kohler
Auditor
1st Security State Bank
St. Paul, Minnesota

Collateral Duty: Compilation and analysis, statistical research

*Commission Member

E. Dudley Parsons
Consultant, Visual Education
Minneapolis Public Schools
Minneapolis, Minnesota

Collateral Duty: Circulation and maintenance, sound movies and slides

Charles V. Welty
Executive Vice President (Ret.)
Brown and Bigelow
St. Paul, Minnesota

Collateral Duty: Supervision, direct mail campaigns

Joseph B. West
President
Westco
Minneapolis, Minnesota

Collateral Duty: Direction, Public Information Speakers' Bureau

LABOR COMMITTEE

Purpose

To enlist the interest, understanding and active support of union labor officials and members of locals in behalf of the objectives of the Governor's Commission, i.e., to secure for physically, mentally, emotionally and otherwise handicapped citizens of Minnesota equal opportunity in preparing for and obtaining employment suited to their abilities and capacities in the public service, in private enterprise and in other fields of employment.

Report

The State Federation of Labor following the recommendation of the AFL-CIO National Headquarters is giving official support to the student competition contest, "Ability Counts". The Federation provides funds covering expenses to Washington, D.C. for Minnesota's first place winner and contender in the National Contest.

The Labor Committee is considering the preparation and distribution of material to members of organized labor throughout the state, indicating labor's interest and responsibilities relating to handicapped workers.

COMMITTEE MEMBERS

*Allen Sollie—CHAIRMAN
Mound, Minnesota

Harvey Benson
Retail Clerks 1116
Duluth, Minnesota

George Colby
Bakery Workers 222
Minneapolis, Minnesota

Floyd Coughtry
Trades & Labor Assembly
St. Cloud, Minnesota

Ernest Jones
Meatcutters 9
Austin, Minnesota

Adolf Tobler
Trades & Labor Assembly
St. Paul, Minnesota

Bea Kersten (Mrs.)
Director of AFL-CIO Community
Service Activities
Minneapolis, Minnesota

*Commission Member

EMPLOYERS COMMITTEE

Purpose

To enlist the interest and active support of employer organizations, groups with primary membership among employers, and individual employers in behalf of the objective of the Governor's Commission, i.e., to secure for physically, mentally, emotionally and otherwise handicapped citizens of Minnesota equal opportunity in the public service, in private enterprise and in other fields of employment.

Report

The Employers' Committee reports the following accomplishments:

- 1) Dissemination to private employers through brochures, press releases, articles, the following:
 - a. Special provisions permitting employment of handicapped workers whose earning capacity is severely impaired, at rates lower than the established minimum wage.
 - b. Adaptability of special skills of handicapped to new technologies.
 - c. Identification of public and private agencies providing special services to handicapped persons.
 - d. Rehabilitation facilities.
 - e. Capabilities of sheltered workshops.
 - f. Misconceptions about workmen's compensation and handicapped employees.
 - g. How the Second Injury Law facilitates employment of handicapped persons.
- 2) Formation of Ad Hoc committee to develop set of guidelines for adoption by employers of written company policy favoring employment of handicapped persons.
- 3) Creation of a joint employer-labor committee to develop policy on effect of employment of handicapped persons on labor contracts.
- 4) Developing statewide survey of private employers to determine:
 - a. Employer attitudes, company policy on employment of handicapped persons.
 - b. Availability of jobs suitable for handicapped persons, together with special training requirements.

COMMITTEE MEMBERS

***Oliver S. Perry—CHAIRMAN**
Executive Vice President
Minnesota Association of Commerce
and Industry
St. Paul, Minnesota

Senator Mel Hanson
President, Careers, Inc.
Minneapolis, Minnesota

Representative O. J. Heinitz
President
Snelling and Snelling Personnel
Minneapolis, Minnesota

Gerald A. Joines
Director of Personnel
Cargill, Inc.
Minneapolis, Minnesota

Donald A. Lenarz
Vice President
Associated Industries of Minneapolis
Minneapolis, Minnesota

William C. Nelson
St. Paul Employers Association
St. Paul, Minnesota

Ray E. Schmidt—VICE CHAIRMAN
Personnel Director
Honeywell, Inc.
Minneapolis, Minnesota

Kenneth L. Sovereign
Director of Industrial Relations
Hoerner-Waldorf Corporation
St. Paul, Minnesota

W. D. Sweasy
President
Red Wing Shoe Company
Red Wing, Minnesota

Roger G. Wheeler
Corporate Admin. of Personnel
Control Data Corporation
Minneapolis, Minnesota

***Cyrus G. Wright**
Chairman of the Board
Otter Tail Power Company
Fergus Falls, Minnesota

Edward Zakraishek
Director of Training
Associated Industries of Minneapolis
Minneapolis, Minnesota

***Commission Member**

INTER-AGENCY COMMITTEE

Purpose

To enlist the interest and active support of the heads of federal, state, municipal, county and other public agencies which have responsibilities, special interest or are in a position to give material aid in behalf of the objective of the Governor's Commission, i.e., to secure for physically, mentally, emotionally and otherwise handicapped citizens of Minnesota equal opportunity in preparing for and obtaining employment suited to their abilities and capacities in the public service and in other fields of related employment.

Report

The Inter-agency Committee continued to channel the plans and efforts of key officials from federal, state, and local government agencies relating to the employment of the handicapped. The past year has seen the widening of plans to use mental retardates in carefully selected positions from state and local jurisdictions to both Hennepin and Ramsey County personnel. Prospects are excellent for the immediate extension of the concept to other counties and cities throughout the state.

As is often the case with private employers, governmental units, which have accepted the responsibility of utilizing mental retardates in their employment structure, have experienced difficulty in locating suitable candidates for their openings. This problem has been addressed by the Inter-agency Committee by conducting a limited survey of handicapped persons in the state, many of whom are potentially employable. The study, conducted by the Employment Service under the cooperative leadership of the Commissioners of Education, Welfare, and Employment Security and the Vice Chairman of the Governor's Commission, resulted in a report which gained nationwide attention. The President's Committee on the Employment of the Handicapped praised the effort and thought underlying the study—Minnesota and its Governor's Commission received much acclaim in the process.

It is expected that the concept of the study will be extended in the next biennium and will be made more extensive and more precise. The efforts of the State's Jaycees, Area Councils on Employment of the Handicapped, and veterans groups will all be coordinated with the new study.

The activity which has gained the most attention of the Inter-agency Committee involves the establishment of an information and referral center for the handicapped which will be a central clearing house and source of assistance and information for handicapped persons.

COMMITTEE MEMBERS

***Eugene W. Spika—CHAIRMAN**
Branch Manager
U. S. Civil Service Commission
St. Paul, Minnesota

Carroll Jorgensen—VICE CHAIRMAN
Personnel Director
Ramsey County
St. Paul, Minnesota

Dr. Robert N. Barr
Secretary & Executive Officer
Department of Health
University of Minnesota
Minneapolis, Minnesota

Frank Blatnik
Postmaster
U. S. Post Office
Duluth, Minnesota

A. P. Caligiuri
Assistant Commissioner
Minnesota State Employment Service
St. Paul, Minnesota

Walter S. Carlson, VER
U. S. Veterans Employment Service
St. Paul, Minnesota

Dr. Paul Cashman
Assistant Vice President for
Educational Relationships & Developments
University of Minnesota
Minneapolis, Minnesota

August Gehrke
Assistant Commissioner
Division of Rehabilitation and
Special Education
Department of Education
St. Paul, Minnesota

John Hanson
Personnel Manager
Hennepin County
Minneapolis, Minnesota

Rolland F. Hatfield
Commissioner of Administration
St. Paul, Minnesota

Douglas M. Head
Attorney General
State of Minnesota
St. Paul, Minnesota

Wallace Hoaglund
Administrative Assistant
Governor's Office
St. Paul, Minnesota

Walter E. Holtan
District Director
Social Security Administration
Minneapolis, Minnesota

Morris Hursh
Commissioner of Public Welfare
St. Paul, Minnesota

John W. Jackson, Director
Civil Service Department
St. Paul, Minnesota

Harold King
State Supervisor of Services to
the Handicapped
Minnesota Department of Employment
Security
St. Paul, Minnesota

Frank H. Lenhart
Area Director
General Services Administration
Minneapolis, Minnesota

Alcuin G. Loehr
Commissioner of Veterans Affairs
St. Paul, Minnesota

Commissioner Elmer I. "Bud" Malone
Labor & Industry Department
St. Paul, Minnesota

Dr. Duane J. Mattheis
Commissioner of Education
St. Paul, Minnesota

George J. Vavoulis
Commissioner of Employment Security
St. Paul, Minnesota

Adrian P. Winkel
Regional Director
Minneapolis Regional Office
Post Office Department
Minneapolis, Minnesota

***Commission Member**

LEGISLATIVE COMMITTEE

Purpose

In an attempt to better coordinate legislative changes of benefit to the handicapped citizens of all ages in Minnesota, this committee will perform a communication function between the Governor's Commission on Employment of Handicapped Persons and the Minnesota Rehabilitation Association legislative committee.

Report

The following quote from a report of October 17, 1968, from the MRA Committee will give an indication of the thrust of legislation being discussed in anticipation of the 1969 session.

"For the first time, the M.R.A. Legislative Committee addressed itself to the needs of handicapped children as well as handicapped adults, believing that the earlier the intervention with habilitative programs and services, the less likely it would be that the handicapped adult would need extensive and expensive rehabilitation services. For this reason, the daytime activity centers which provide preschool and postschool programs for retarded children and adults are included in the legislative package. Special education for handicapped children is also included as a vital part of the rehabilitation process. Because large numbers of residents of the institutions for the mentally retarded return to the community when they are adults, it is proposed that education and habilitation programs in the institution be improved and will equip them for independent or sheltered employment."

COMMITTEE MEMBERS

Representative R. F. Christensen—CHAIRMAN
Personnel Services
Minnesota Mining and Manufacturing Co.
St. Paul, Minnesota

MRA LEGISLATIVE COMMITTEE 1968-1969:

Mrs. Betty Hubbard, Chairman
St. Paul Public Schools
St. Paul, Minnesota
Charles L. Bruce
Indoor Sports' Club, Inc.
Minneapolis, Minnesota
Robert Christensen
3M Company
St. Paul, Minnesota
Henry Daum
Rehabilitation Center & Workshop
St. Paul, Minnesota
John DuRand
Occupational Training Center
St. Paul, Minnesota
William Hopkins
Minnesota Society for Crippled Children
& Adults
Minneapolis, Minnesota

Edwin Opheim
Division of Vocational Rehabilitation
St. Paul, Minnesota
Gene Stelman
Comm. Health & Welfare Council
Minneapolis, Minnesota
Robert Tuttle
St. Paul Association for Retarded Children
St. Paul, Minnesota
Richard Ugland
Ability Building Center
Rochester, Minnesota
Crayton Walker
Minnesota State Planning Agency
St. Paul, Minnesota
Miss Rosemary Young
Handicapped Service Club
Minneapolis, Minnesota

MENTAL HEALTH COMMITTEE

Purpose

To enlist the interest and active support of the medical profession, mental health authorities, employer and labor officials, employment and rehabilitation counselors and others interested and concerned in the rehabilitation and employment of persons with a history of mental retardation or mental illness.

Report

The activities of the committee include a state-wide conference on employment problems of the mentally restored in private industry and the public service. The committee is involved in the development of a state-wide educational program for employers, labor, the medical profession, rehabilitation and placement agencies to promote a better understanding of mental illness and to further develop employment opportunities for the mentally restored and employable retarded citizens of our state.

COMMITTEE MEMBERS

Sheldon Caswell
Jaycees
Chairman, Committee on Retardation
North St. Paul, Minnesota

*Raymond Doyle
Minnesota Association for Retarded Children
Rochester, Minnesota

John Farley
St. Thomas College
St. Paul, Minnesota

Robert Fischer, M.D.
St. Paul, Minnesota

Louis Flynn, M.D.
St. Paul, Minnesota

John Haavick, M.D.
Duluth, Minnesota

Clarence J. Rowe, M.D.
Minnesota Mental Health Planning Council
St. Paul, Minnesota

George R. Samardich
Minneapolis, Minnesota

*Commission Member

MEDICAL COMMITTEE

Purpose

To enlist the interest and active support of the medical profession, auxiliary organizations and related medical groups in behalf of the objective of the Governor's Commission, i.e., to secure for physically, mentally, emotionally and otherwise handicapped citizens of Minnesota equal opportunity in preparing for and in obtaining employment suited to their abilities and capacities in the public service, in private enterprise and in other fields of employment.

Report

Although no formal program for this Committee has been submitted, members of the Committee are active in professional associations and medical groups to further the objectives of the Commission. The members represent various medical specialties and several large Minnesota employers having a keen interest in the problems of the handicapped and efforts for solution.

Standards for employment that the handicapped person faces in both large and small business firms, as well as in government, have been a subject for discussion with recognition that in many instances standards are unrealistic. Standards have been unduly influenced by benefit programs for employees, including sickness and accident insurance, disability pensions, life insurance, etc.

Revisions of standards to develop opportunities for the employable handicapped (who are medically known to be greater risks than normal) could be stimulated by insurance provisions (either private or government) for special benefits. Such a program would relieve the smaller employer of an economic burden that he would assume if he employs such individuals.

The Committee also recognizes that there are many people who are not physically handicapped but are unemployable for other reasons. These include restrictions that are imposed by employers, labor unions, and government involving rules, laws, and regulations.

Special Report

Earl Cook Elkins, M.D., a Senior Consultant on Physical Medicine and Rehabilitation at the Mayo Clinic in Rochester who has pioneered in the rehabilitation of quadriplegics, was named Physician of the Year for 1967 by the President's Committee on Employment of the Handicapped.

COMMITTEE MEMBERS

***John Shrouts, M.D.—CHAIRMAN**
Medical Director
General Mills, Inc.
Minneapolis, Minnesota

Tracy Barber, M.D.
Medical Director
George A. Hormel & Co.
Austin, Minnesota

Harry B. Hall, M.D.
Medical Arts Building
Minneapolis, Minnesota

Bruce Douglass, M.D.
Mayo Clinic
Rochester, Minnesota

C. H. Hodgson, M.D.
Medical Director
3M Company
St. Paul, Minnesota

****E. C. Elkins, M.D.**
Mayo Clinic
Rochester, Minnesota

Miland E. Knapp, M.D.
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John F. Fee, M.D.
Midway Medical Arts
St. Paul, Minnesota

Valentine O'Malley, M.D.
Lowry Medical Arts Building
St. Paul, Minnesota

Louis B. Folsom, M.D.
Northwest Industrial Clinic
Minneapolis, Minnesota

C. G. Sheppard, M.D.
President,
St. Peter State Hospital
St. Peter, Minnesota

Archie Vinitzky
State Department of Labor and Industry
St. Paul, Minnesota

*Commission Member

**See: Special Report

WOMEN'S COMMITTEE

Purpose

To enlist the interest and active support of women's organizations, groups, and individual women in behalf of the objective of the Governor's Commission, i.e., to secure for physically, mentally, emotionally and otherwise handicapped citizens of Minnesota equal opportunity in preparing for and obtaining employment suited to their abilities and capacities in public service, in private enterprise and in other fields of employment.

Report

Through the organizations the members represent, the needs of the handicapped are becoming known through discussions, talks, and active participation with the State Service Clubs for the Handicapped.

Since 1965, the Women's Committee has sponsored the "Ability Counts" contest for high school students in the State of Minnesota. Winners have attended the annual meeting of the President's Committee on Employment of the Handicapped in Washington, D. C. in 1966, 1967 and 1968. Travel arrangements for the first place winners are provided by the Minnesota AFL-CIO Federation of Labor.

In 1969, an all-expense paid trip to Washington D. C. will also be awarded to the teacher of the winning student for the State of Minnesota. This special award will be sponsored by the Minnesota Association of Commerce and Industry and it is hoped this will be continued on an annual basis. Many of the Area Councils on Employment of Handicapped Persons will conduct local contests during 1969 for the "Ability Counts" contest in conjunction with the State program.

COMMITTEE MEMBERS

***Miss Betty Ann Malcolm—CHAIRMAN**
Assistant Cashier
Northwestern National Bank
South St. Paul, Minnesota

Miss Ellen Anderson—VICE CHAIRMAN
Industrial Relations Rep.
Defense Contract Administration
Services District—Twin Cities
St. Paul, Minnesota

Mrs. Marilyn Rosenwinkel—SECRETARY
Minneapolis, Minnesota

Mrs. Margaret Burke
National Auxiliary Commander, DAV
Stillwater, Minnesota

Mrs. Beatrice Kersten
United Fund of Hennepin County, Inc.
Minneapolis, Minnesota

Mrs. Ruth Burns
ALTRUSA, St. Paul Chapter
St. Paul, Minnesota

Mrs. Ann Kinstler
Soroptomist Club
St. Paul Bureau of Health
St. Paul, Minnesota

Miss Georgia Carlson
Quota Club of St. Paul
St. Paul, Minnesota

Mrs. Sophie Marblestone
United Fund of St. Paul
St. Paul, Minnesota

Mrs. Elva Gensinger
Pilot Club of St. Paul
Minneapolis, Minnesota

Miss Pat Muggenberg
St. Paul, Minnesota

Mrs. Karl Johnson
State Medical Auxiliary
Duluth, Minnesota

Mrs. Elizabeth O'Donnell
Personnel Department
First National Bank
St. Paul, Minnesota

Mrs. Dolores M. Kauth
Executive Secretary
Governor's Commission on Employment
of Handicapped Persons
St. Paul, Minnesota

***Mrs. Vernon Sommerdorf**
St. Paul, Minnesota

Mrs. Esther C. Westman
ZONTA
Marshall, Minnesota

***Commission Member**

ARCHITECTURAL BARRIERS COMMITTEE

Purpose

To enlist the interest, understanding and active support of architects, builders and others concerned with or responsible for planning, designing and construction or remodeling buildings and other structures, and making such buildings and structures accessible to and usable by persons limited or restricted in ambulation or who must use wheelchairs for mobility. It is the intent of this Committee to make it possible through improved building and structure design for persons with restricted mobility to seek and engage in occupations or in activities now denied to them because of architectural barriers.

Report

The Architectural Barriers Committee, through consultations and discussions with the State Architect and participation at hearings on the proposed laws, rules and regulations of the State Fire Marshall relating to fire and life safety for hotel occupancy, can report the inclusion (as an amendment to the Fire Safety Code for Hotels) of a clause, SFM 503, stating that all new hotels must conform to the American Standards Association Specifications A-117.1, 1961 edition, as related to facilities to accomodate the physically handicapped.

Note: This is now in the form of a proposed amendment to the revision of the Building Code as related to fire safety.

A recent revision to Federal Regulations (now being processed) as related to hospitals, nursing homes and all medically related facilities must be designed for use by the physically handicapped.

Note: This is directed to the handicapped employee, trainee, student, or others using the buildings in the course of his everyday mode of living, rather than as a patient.

Until the State Building Code, which is now being prepared, becomes a reality, the Architectural Barriers Committee is encouraging the responsible persons in City, County and Village offices, where building permits are issued, in the effective role they can play towards sponsoring the elimination of Architectural Barriers.

The 1968 decision of the Minneapolis City Council to construct curbed ramping throughout the city, and similar proposals to Owatonna and Rochester being considered at this time; the interest and cooperation of State Fair officials to construct and remodel facilities to accomodate handicapped visitors; and the interest and requests for recreational facilities for the handicapped (and the elderly) indicates the degree of activity this committee has accomplished.

COMMITTEE MEMBERS

***Robert Kerr, AIA—CHAIRMAN**
St. Paul, Minnesota

***David Bennett, AIA—VICE CHAIRMAN**
Myers & Bennett, Inc.
Minneapolis, Minnesota

Professor Frederick M. Chapman
College of Education
School of Physical Education
Cooke Hall, University of Minnesota
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Miss Ethel Scott
College of Education
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Paul F. Cummings
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Capitol
St. Paul, Minnesota

Guy O. Tollerud, Director
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Department of Education
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Orville C. Hognander
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Minneapolis, Minnesota

Eugene L. Weber
Assistant Commissioner
Insurance Division
Fire Marshall Division
St. Paul, Minnesota

William Hopkins
Minnesota Society for Crippled
Children and Adults
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Lorenzo D. Williams, AIA
Architectural Barriers Committee
President's Committee on
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Minneapolis, Minnesota

Robert Schwanke
School of Public Health
College of Medical Sciences
University of Minnesota
Minneapolis, Minnesota

George Winterowd
Professor of Architecture
University of Minnesota
Minneapolis, Minnesota

***Commission Member**

COMMITTEE ON COMMUNITY ORGANIZATIONS

Purpose

To develop organization plans and procedures designed to enlist the interest, support and active participation of community agencies, community leaders, groups and interested individuals in a statewide program of community action to achieve the objective of the Governor's Commission; to develop cooperative projects in consultation with the Commission staff and members; to utilize the knowledge and experience of other State committees having a common objective; to develop and carry out plans to utilize projects and methods recommended by the President's Committee on Employment of the Handicapped in relation to employment of the handicapped; and to carry out such other plans and projects suggested by the Governor's Commission as may be suitable and applicable in local situations.

Report

The Minnesota Jaycees have accepted the responsibility of improving and expanding the program of our current Area Councils and establishing additional Councils as indicated:

- 1) Nine active Area Councils on Employment of Handicapped Persons.
- 2) An additional eight Councils are in the process of being established.
- 3) An additional fifteen Area Councils will be established during 1969.

COMMITTEE MEMBERS

***Robert S. Dunbar—CHAIRMAN**

President, Minnesota Jaycees
Richfield, Minnesota

***G. Q. "Judd" Jacobson—VICE CHAIRMAN**

KDHL Radio
Owatonna, Minnesota

Harvey L. Benson, Chairman

Duluth Area Council
Retail Clerks Union
Duluth, Minnesota

Warren Hutchens, Chairman

St. Cloud Area Council
Assistant Director, Vocational Education
St. Cloud, Minnesota

Melvin J. Ptacek, Chairman

Steele County Area Council
Owatonna, Minnesota

Vernon R. Schultz, Chairman

St. Paul Area Council
Horace Mann School
St. Paul, Minnesota

Pat Sours, Chairman

Rochester Area Council
Minnesota Department of
Employment Security
Rochester, Minnesota

Mitchel Spector, Chairman

Minneapolis Area Council
Minneapolis, Minnesota

Dale Wichman

(Acting Chairman-Moorhead Area Council)
President, Red River Valley Service Club
Moorhead, Minnesota

***Commission Member**

VETERANS COMMITTEE

Purpose

To enlist the interest and active support of veterans, veterans' organizations and agencies in behalf of the objectives of the Governor's Commission; i.e., to secure for physically, mentally, emotionally and otherwise handicapped citizens and notably handicapped veterans of Minnesota, equality of opportunity in selection and appointment, and in advancement in occupations suited to their abilities and capacities in the public service and in private enterprise, and to participate in the support of promotional and educational programs and projects of the Commission and cooperating organizations and agencies to eliminate or alleviate barriers to preparation for, or engaging in occupations and vocations suited to the remaining abilities.

Report

The Veterans Committee in the past year and a half has continued to become broadened with respect to its membership. Every major veterans' organization and chartered group is represented on the Veterans Committee, as well as the auxiliary groups of the various organizations.

Veterans' organizations by their very nature have a sympathetic interest in the field of rehabilitation and in their concern for the plight of the handicapped. Each veterans' organization in its own way interests itself in the many and varied problems experienced by handicapped and disabled persons.

The Veterans Committee has a continuing interest in the work of the Governor's Commission on Employment of Handicapped Persons and through the membership on the Veterans Committee have key contacts throughout the State to help carry out the work of this Commission.

This committee believes that minority groups and ghetto areas of the State should be represented more fully not only on the Veterans Committee but also on every committee of the Governor's Commission.

During the next biennium, the Veterans Committee will undertake to improve their membership by broadening it in every respect and be more responsive to the total effort of this Commission.

COMMITTEE MEMBERS

***Judge Daniel F. Foley—CHAIRMAN**
Past National Commander
American Legion
Austin, Minnesota

Walter S. Carlson—VICE CHAIRMAN
V E R
U.S. Veterans Employment Service
St. Paul, Minnesota

Joseph C. McCarthy—SECRETARY
U. S. Veterans Employment Service
St. Paul, Minnesota

COMMITTEE MEMBERS

Mrs. A. L. W. Anderson
4th Dist., American Legion
Minneapolis, Minnesota

Mrs. Lloyd F. Anderson
6th Dist., Veterans WWI
Little Falls, Minnesota

Dr. A. D. Bradley, Chief
Vocational Counseling Service
Veterans Administration Hospital
Minneapolis, Minnesota

Dr. Herman F. Buegel
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Veterans Administration Center
Fort Snelling, Minnesota

Mrs. Margaret Burke
National Auxiliary Commander
Disabled American Veterans
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Donald Cameron
V E R
Duluth, Minnesota

Mrs. Eileen Collins
8th Dist., Veterans WWI
Aitkin, Minnesota

Jacob Dim
Federal Courts Building
St. Paul, Minnesota

Louis Dorshow, Commander
Jewish War Veterans
St. Paul, Minnesota

James (Mike) Doyle
American Legion National Economic Comm.
Albert Lea, Minnesota

John Ellerbroek
Fairmont, Minnesota

James Enneking
Veterans County Service Officer
St. Cloud, Minnesota

Mrs. Frank Evan
2nd Dist., Veterans WWI
Wells, Minnesota

Raymond Hansen
Veterans of Foreign Wars
Veterans Administration
Fort Snelling, Minnesota

Mrs. C. Fred Hanson
7th Dist., American Legion
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5th Dist., Veterans WWI
Robbinsdale, Minnesota

Mrs. Rudy Lee
11th Dist., Veterans WWI
Bemidji, Minnesota

Mrs. Gene Lindquist
6th Dist., American Legion
Clarissa, Minnesota

Alcuin C. Loehr, Commissioner
Department of Veterans Affairs
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Dr. Patrick E. Logue
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Howard E. Lohman
Moorhead, Minnesota

Mrs. Edward Lutz
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Hugo, Minnesota

Mrs. Emma Mallinger
9th Dist., Veterans WWI
Barnesville, Minnesota

Miss Amanda Mann
12th Dist., Veterans WWI
Crookston, Minnesota

Vincent A. McCoy
Minneapolis, Minnesota

Donald Miller, Commandant
Minnesota Soldiers Home
Minneapolis, Minnesota

Mrs. J. Paul Miller
1st Dist., Veterans WWI
Albert Lea, Minnesota

George Mital, Jr.
Minnesota Veterans Council
Minneapolis, Minnesota

Frank Momsen
Department Adjutant
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St. Paul, Minnesota

James L. Monnahan
National Rehabilitation Offices
D A V
Fort Snelling, Minnesota

Mrs. William Norman
9th Dist., American Legion
East Grand Forks, Minnesota

John O'Neill
Veterans of Foreign Wars
St. Paul, Minnesota

Mrs. Magdalene Parriott
4th Dist., Veterans WWI
St. Paul, Minnesota

Mrs. A. G. Patterson
1st Dist., American Legion
Austin, Minnesota

Charles Rosenquist
Minneapolis, Minnesota

Mrs. Donald Schroedl
5th Dist., American Legion
Minneapolis, Minnesota

Marguerite Steece
D A V
Brainerd, Minnesota

Stephen F. Steele
Editor, Minnesota Legionnaire
St. Paul, Minnesota

Mrs. Milo Waalen
7th Dist., Veterans WWI
Glenwood, Minnesota

Mrs. Henry Wersal
2nd Dist., American Legion
Mankato, Minnesota

Mrs. Mary Wesa
10th Dist., Veterans WWI
Hibbing, Minnesota

Mrs. Floyd Winters
8th Dist., American Legion

*Commission Member

AWARDS COMMITTEE

Purpose

To develop a statewide plan to recognize individuals, employers, labor unions and other organizations and groups for outstanding contributions to: 1) Public understanding of the employment problems encountered by physically or mentally handicapped persons. 2) Acceptance and placement of handicapped persons in employment suited to their capacities.

Report

The Awards Program of the Commission has provided public recognition for individuals, agencies and employers making significant contributions to rehabilitation and employment of handicapped persons.

Nominations for 1968 awards were submitted through Area Councils on Employment of Handicapped Persons on forms available for this purpose through Area Councils and the Commission Office. We are now embarked upon a search for worthy 1969 candidates.

The following received awards during the past biennium:

1967	GOVERNOR'S TROPHY AWARD	1968
Sister Anna Marie, C.S.J. St. Paul		Donald Bothun LeRoy
	EMPLOYER OF THE YEAR (200 Employees or Over)	
Dayton's St. Paul		R. J. Reynolds Foods, Inc. Duluth
	EMPLOYER OF THE YEAR (Less than 200 Employees)	
LeRoy Products Corp. LeRoy		
	PHYSICIAN'S AWARD	
Earl C. Elkins, M.D. Rochester		Frank S. Babb, M.D. St. Paul
	AMVETS SCHOLARSHIP	
John E. Schatzlein White Bear Lake		John E. Schatzlein White Bear Lake

In 1968 (the first time two persons received recognition from the same state) the President's Committee on Employment of the Handicapped specially honored MAX J. RHEINBERGER, JR. of Duluth, Minnesota as the national "Handicapped American of the Year for 1967". EARL C. ELKINS, M.D. of Rochester, Minnesota received the national "Physician of the Year Award" for 1967.

AWARDS COMMITTEE MEMBERS

***Norma Sommerdorf (Mrs. Vernon)—CHAIRMAN**
St. Paul, Minnesota

A. Edward Hunter, VICE CHAIRMAN
State Social Resources Planning Director
State Planning Agency
St. Paul, Minnesota

Jackie Germann (Miss)
Staff Writer
St. Paul Pioneer Press
St. Paul, Minnesota

**Mary Ellen Radman (Mrs. Richard)—
SECRETARY**
Office of Congressman Joseph E. Karth
St. Paul, Minnesota

Agatha Klein (Mrs.)
Central Library Coordinator
St. Paul Public Library
St. Paul, Minnesota

Senator John Tracy Anderson
Treasurer
George J. Grant Construction Co.
St. Paul, Minnesota

Alcuin G. Loehr
Commissioner of Veterans Affairs
St. Paul, Minnesota

Gordon Baird
Hoerner-Waldorf Corp.
St. Paul, Minnesota

Elwood E. Mears
Treasurer
Buckbee Mears Co.
St. Paul, Minnesota

Harold W. Brunn
Executive Secretary
Minn. State Medical Association
St. Paul, Minnesota

Rosemary Young (Mrs.)
Service Club for the Handicapped
Minneapolis, Minnesota

***Commission Member**

MINNESOTA STATE EMPLOYMENT SERVICE

The State Employment Service has responsibility for job counseling and placement for all employable handicapped job applicants.

Because of the necessary and key role of the employment service in our statewide program of placing our handicapped in private and public employment, the Minnesota Employment Service has appointed 34 placement specialists throughout the state. These men and women have been trained and have the responsibility to work with business and industry to develop proper relationships, and finally, as a result, the proper placement of the handicapped.

Last year, 1967, this Commission requested a survey report of the Minnesota State Employment Service. The survey—a compiled statistical report of the characteristics of handicapped persons in Minnesota who were actively seeking work is the most comprehensive detailed breakdown of handicapped job-seekers available at the present time. The data was obtained from the total statewide active file of handicapped applicants registered with the local offices of the State Employment Service. Some of the statistics gathered include: occupational category, sex, age, education, marital status, previous employment history, past training, number of job referrals and past job development attempts.

Knowing how many handicapped job applicants there are and knowing who and where they are, constitutes a rather modest pool of information for placement personnel and those interested in the employment of the handicapped. Yet this study in Minnesota comprises the only statewide survey undertaken to define the basic problem. Announcement and presentation of this survey given by the Chairman of this Commission, at the 1967 Annual Meeting of the State Chairmen and Executive Secretaries in Washington, D. C. was of immediate interest to the President's Committee. At the request of the President's Committee, the Minnesota Governor's Commission has distributed copies of this survey to members of the President's Committee, to the 50 states, the Virgin Islands and Puerto Rico. In addition, the Commission has filled requests from the Department of Labor, the Library of Congress and three Canadian Provinces.

No one denies the fact that the employment of our handicapped citizens is good business and in the public interest. Without a job, they cost tax dollars . . . with a job they become tax payers . . . with a job, they become self-reliant and self-supporting, a status everyone seeks . . . and with a job they are not a burden to their families, their communities or society at large.

In Minnesota today, most employers have opened their doors for the handicapped but experience difficulties in securing applicants for the openings that exist. Some employers, because of the serious labor shortage, have employed disabled people who have not participated in any type of rehabilitation or training service. As a result, many of these individuals are not qualified or properly placed—and employers are becoming disillusioned about employing the handicapped.

The problems of the handicapped cannot be solved by the President's Committee, the Governor's Commission, Area Councils or federal and state governments. They can only be solved if management, labor, the medical profession, the employment services, rehabilitation agencies, and citizens at the local level become concerned and develop programs utilizing all of the resources that are available—and work as a team to accomplish this total objective.

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The Commisison expresses its appreciation to individuals, federal, state and local officials, agency personnel, industry, labor and the medical profession for their interest and cooperation, thereby assisting the Commission to meet its overall responsibilities and objectives.

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